Members present:  Chairman John Perkins  
Vice Chairman Timothy Oelker  
Commissioner Carmen Armstrong  
Commissioner Ramona Wood  
Commissioner Leticia Morales-Perez - absent


OLD BUSINESS
NEW BUSINESS

APPO and members of NOBLE were present to make remarks regarding the current promotional process.

Lee states NOBLE brought issues of bias and illegal practices to the attention of APPO. Through a poll of its members, some of which are members of NOBLE, APPO uncovered others (an overwhelming number of them) felt the same way. The role of the Civil Service Commission is to oversee the fair hiring of City employees. They are at impasse with PD Mgmt. with no direction, no commitment so wanted to make the civil service commission aware and see how they feel. He spent time describing the parts of the process where bias exists: Rating system, Voting Method, Inconsistent process year, after year.

Poll results in one question, 43 of 63 Sgt’s, which is 81.4%, stated yes could be bias in the current promotion process 97.67% of membership polled feel Supervisors should not be anonymous when giving ratings 83% of membership polled prefers the Fire Dept style. AFD doesn’t use ratings in the promotion process. Union was surprised at how much negative feedback the polled revealed from members and supervisors. The Sgt’s test has changed each time. This organization has been around 200 years and the test has been tinkered with each time. They can’t help but to think, it changes every year to accommodate certain people. The people management want to help get promoted.

Supervisors are allowed to vote in the shadows and that is where racism and bias happens. No legitimate appeal process, no recourse and it bothers the members. The Union has requested the data from PD mgmt, the last 3 ratings results, to determine if there is any bias that could be taking place. They were provided insufficient data that won’t help confirm or deny if there are patterns of bias. They don’t even want the supervisors named, just the data that would satisfy the inquiry.
Voting is done via app. Supervisors present the member to the other raters. Supervisors are told all the information goes to DC because an average is calculated, which is communicated in the comments for Sgt & Commanders. Lt takes notes not a Reporter which eliminates the opportunity for to FOIA or subpoena the notes. Candidates is described by Supervisors. Commissioners, If your oversight is to ensure a fair process for city employees, we are telling you this process is not fair, is flawed and we have pointed out several points to dictate a closer look and concern.

There is specific types of Information that is against the law to use when considering a person promotable. They have several examples where that type of information has been used to determine promotability.

Several questions were asked of the Civil Service Commissioners: Can the Commission request the data that PDMGMT won’t share? Does the Commission see that data at any time? What roles does the civil service commission play in the promotional process? Does the Commission have the authority to stop the process if they are aware of issues? Who would respond to a lawyer inquiry regarding this stopping the promotional process?

Lee closed by referring to changes in past promotional process by Chief Thomas, who changed his mind mid-stream but was transparent. Open to all options to work this out amicably.

Commissioner Wood motioned take the commission into executive session at 4:45 p.m. to discuss the remarks and concerns made by APPO and NOBLE, Commissioner Oelker seconded. Motion passed. 

Commissioner Wood motioned to take the commission out of executive session at 5:20 p.m. Commissioner Oelker seconded. Motion passed. 

Commissioner Wood motioned to strike 2020 Police Officer Eligibility List candidates Paolo Lanzisero, Evelyn Salas Hernandez and Marco Silva Patino per their request. Commissioner Armstrong seconded. Motion passed.

Commissioner Oelker motioned, seconded by Commissioner Wood to adjourn the meeting at 5:30 p.m. Motion passed.